DOCUMENT RESUME

ED 388 935 CG 026 750

AUTHOR Sampson, James P., Jr.; And Others
TITLE Computer-Assisted Career Guidance: Multicultural Issues Bibliography.
INSTITUTION Florida State Univ., Tallahassee. Center for the Study of Technology in Counseling and Career Development.
SPONS AGENCY Florida State Univ., Tallahassee.
PUB DATE 12 Dec 94
NOTE 9p.
PUB TYPE Reference Materials - Bibliographies (131)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Career Counseling; *Career Guidance; *Career Information Systems; Career Planning; Computer Oriented Programs; Computer Software Selection; Computer Uses in Education; *Cultural Context; Cultural Differences; Cultural Pluralism; Elementary Secondary Education; Employment Counselors; Ethnic Groups; Individual Differences; *Job Search Methods; *Minority Groups; Multicultural Education; Postsecondary Education
IDENTIFIERS *Computer Assisted Career Guidance

ABSTRACT

This unannotated bibliography is intended to assist practitioners, researchers, policy makers, and system developers in identifying and locating sources of information on the design and use of computer-assisted career guidance (CACG) systems within a multicultural context. The aim of this effort is to improve the quality of theory, research, practice, and public policy associated with computer-assisted career service delivery for diverse multicultural populations. Culture may significantly influence what clients consider to be a problem, how they express it, whom they seek for help, and the treatment strategies they prefer. The design, delivery, and evaluation of career services are all, in direct or indirect ways, influenced by cultural values and traditions. As only a few citations were identified that specifically dealt with the design and use of CACG systems in a multicultural context, selected general citations on the influence of multicultural issues on career development were included. Eighty-five references ranging from 1970 to 1993 represent professional journals, dissertations, documents from the ERIC database, and books. (JBJ)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 388 935

COMPUTER-ASSISTED CAREER GUIDANCE: MULTICULTURAL ISSUES BIBLIOGRAPHY

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

by
James P. Sampson, Jr.
Kwabena T. Sankofa-Amammere
Robert C. Reardon

December 12, 1994

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
J. SAMPSON
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)"

The Center for the Study of Technology in Counseling and Career Development
215 Stone Building
The Florida State University
Tallahassee, FL 32306-3001

This bibliography, along with other bibliographies developed by the Center for the Study of Technology in Counseling and Career Development, is intended to assist practitioners, researchers, policy makers, and system developers in identifying and locating sources of information on the design and use of computer-assisted career guidance (CACG) systems. The ultimate aim of this effort is to improve the availability and quality of career and educational services to children, adolescents, and adults. Bibliographies are available on General CACG Issues, CACG Ethical Issues, CACG Multicultural Issues, CACG Disability Issues, and CACG Research and Evaluation. Bibliographies are also available on specific collections of CACG systems, such as the Career Information System, Career Visions, Choices, C-LECT, COIN, DISCOVER, the Guidance Information System, and SIGI PLUS.

The Multicultural Issues Bibliography contains citations related to the design and use of CACG systems in a multicultural context. The aim of this bibliography is to improve the quality of theory, research, practice, and public policy associated with computer-assisted career service delivery for diverse multicultural populations. By promoting a clearer understanding of the socio-economic, cultural, philosophical, theoretical, and practical issues associated with multiculturalism, the quality of life for ethnic minority groups in the United States can be improved.

The authors of this bibliography acknowledge and affirm the view that culture may significantly influence what clients consider to be a problem, how they express it, whom they seek out for help, and the treatment strategies they prefer. The design, delivery, and evaluation of career services are all, in direct or indirect ways, influenced by cultural values and traditions.

This bibliography recognizes the difficulties -- socio-political, philosophical, and linguistic -- inherent in formulating labels and categories for appropriately referring to different ethnic and racial peoples in society. Atkinson, Morten, and Sue (1993) noted that the terms, African Americans, Asian Americans, Hispanic Americans, and Native Americans ". . . were emerging as the standard references for the four major racial/ethnic minorities in the United States" (p. 14). Older citations in this bibliography use a variety of terminology that are less frequently used today.

In the authors' review of the literature, only a few citations were identified that specifically dealt with the design and use of CACG systems in a multicultural

CG026750

BEST COPY AVAILABLE

context. For this reason, selected general citations on the influence of multicultural issues on career development and career service delivery were included in the bibliography to provide a foundation for understanding how multicultural issues may influence the design and use of CACG systems. The bibliography then continues with citations that specifically deal with the design and use of CACG systems in a multicultural context. Since interventions dealing with "disadvantaged persons" and "at-risk youth" often include various non-European cultural groups as participants, citations dealing with these interventions are included in this bibliography. It is important, however, not to conclude that being "disadvantaged" or "at-risk youth" is synonymous with being a member of a non-European cultural group, since interventions for "disadvantaged persons" and "at-risk youth" include persons of all races and cultural groups.

General information on computer-based career information delivery systems may be obtained from the Association of Computer-Based Systems for Career Information, 5999 Stevenson Avenue, Alexandria, VA 22304-3300, (703) 823-9800 - extension 309.

Funding for computer-assisted career guidance bibliographies produced by the Center for the Study of Technology in Counseling and Career Development is currently provided by The Florida State University Career Center, College of Education, and Division of Student Affairs. Previous funding for the development of bibliographies was provided by the W. K. Kellogg Foundation, the Florida Department of Education Bureau for Career Development, and The Florida State University.

Multicultural Issues Related to Career Development and Career Service Delivery

Arbones, C. (1990). Career counseling research and Hispanics: A review of the literature. The Counseling Psychologist, 18, 300-323.

Atkinson, D. R., Morten, G., & Sue, D. W. (1993). Counseling American minorities: A cross-cultural perspective (4th ed.). Dubuque, IA: Brown & Benchmark.

Atkinson, D. R., Morton, G., & Sue, D. W. (1989). A minority identity development model. In D. Atkinson, G. Morten, & D. W. Sue (Eds.), Counseling American minorities (pp. 35-52). Dubuque, Iowa: Brown.

Birk, J. M. (1987). A case of blurred vision: Stereotyping in career information illustrations. Journal of Vocational Behavior, 15, 247-256.

Borgen, F. H. (1985). Vocational behavior and career development, 1984: A review. Journal of Vocational Behavior, 27(2), 218-269.

Bowman, S. L. (1993). Career intervention strategies for ethnic minorities. The Career Development Quarterly, 42, 14-25.

Brown, D. (1991). The opinions of minorities about preparing for work: Report of the Second NCDA National Survey. The Career Development Quarterly, 40(1), 5-19.

Brown, D., & Brooks, L. (1991). Ethnicity and race in career counseling. In Career counseling techniques (pp. 149-183). Boston: Allyn and Bacon.

Brown, D., & Minor, C. W. (1991). The opinions of minorities helping ethnic minorities with career development. Journal Non-White Concerns in Personnel and Guidance, 9(4), 130-136.

Brown, D., Minor, C. W., & Jepsen, D. A. (1991). The opinions of minorities about preparing for work: Report of the second NCDA national survey. The Career Development Quarterly, 40(1), 5-19.

Callejas, J. J. (1987). Identification and assessment of the career and occupational guidance and counseling services provided to Hispanic students in selected public schools in state of Illinois. (Doctoral dissertation, University of Illinois, 1986). Dissertation Abstracts International, 47, 2455A.

Carter, R. T., & Cook, D. A. (1992). A culturally relevant perspective for understanding the career paths of visible racial/ethnic group people. In H. D. Lea & Z. B. Leibowitz (Eds.). Adult career development: Concepts, issues and practices (2nd. Ed.). Alexandria, VA: American Association for Counseling and Development.

Carter, R. T., & Swanson, J. L. (1990). The validity of the Strong Interest Inventory with Black Americans: A review of the literature. Journal of Vocational Behavior, 36, 195-209.

Cheatham, H. E. (1990). Africentricity and career development of African Americans. The Career Development Quarterly, 38, 334-346.

Coelho, R. J. (1980). Evaluation of occupational literature: A guide for use with minorities. Journal of Non-White Concerns in Personnel and Guidance, 9(1), 3-9.

Cook, E. P. (1991). Annual review: Practice and research in career counseling and development. The Career Development Quarterly, 40(2), 99-131.

D'Andrea, M., & Daniels, J. (1992). A career development program for inner-city youths. The Career Development Quarterly, 40(3), 272-280.

Dane, R. H. (1993). Multicultural assessment perspectives for professional psychology. Needham Heights, MA: Allyn and Bacon.

Dunn, C. W., & Veltman, G. C. (1989). Addressing the restrictive career maturity patterns of minority youths: A program evaluation. Journal of Multicultural Counseling and Development, 17, 156-164.

Evans, R. H. (1991). The effects of significant others' influence on the occupational choices of black college freshmen and black college seniors. (Doctoral dissertation, Boston University, 1991). Dissertation Abstracts International, 41, 5015A.

Evanoski, P. O., & Tse, J. W. (1989). Career awareness program for Chinese and Korean American parents. Journal of Counseling and Development, 67, 472-474.

Ford, C., & Ford, D. J. (1978). Is career counseling for black people? Journal of Non-White Concerns in Personnel and Guidance, 6(2), 53-62.

Fouad, N. A. (1993). Cross-cultural vocational assessment preference among black youth. Journal of Counseling Psychology, 17, 498-501.

Fouad, N. A. (1993). Cross-cultural vocational assessment. The Career Development Quarterly, 42, 4-13.

Fouad, N. A., Cudeck, R. A., & Hansen, J. C. (1984). Convergent validity of the Spanish and English forms of the Strong-Campbell Interest Inventory for bilingual Hispanic students. Journal of Counseling Psychology, 31, 339-348.

Fouad, N. A., & Dancer, L. S. (1992). Cross-cultural structure of interests. Journal of Vocational Behavior, 40, 129-143.

Fouad, N. A., & Dancer, L. S. (1992). Comments on the universality of Holland's theory. Journal of Vocational Behavior, 40, 220-228.

Fouad, N. A., & Hansen, J. C. (1987). Cross-cultural predictive accuracy of the Strong-Campbell Interest Inventory. Measurement and Evaluation in Counseling and Development, 20, 3-10.

Freeman, S. C. (1993). Donald Super: A perspective on career development. Journal of Career Development, 19(4), 255- 264.

Griffith, A. R. (1980). Justification for a black career development. Counselor Education and Supervision, 19(4), 301-309.

Hall, M. (1991). A comparative study of intrinsic and extrinsic work values and career maturity for minority college students. (Doctoral dissertation, Western Michigan University, 1991). Dissertation Abstracts International, 52, 1211A.

Harrington, T. F. (1986). The construct validity of the career decision-making system cross-culturally. International Journal for the Advancement of Counseling, 9(4), 331-339.

Harrington, T. F., & O'Shea, A. J. (1980). Applicability of Holland's (1973) model of vocational development with Spanish-speaking clients. Journal of Counseling Psychology, 27, 246-251.

Hawks, B. K., & Muha, D. G. (1991). Facilitating the career development of minorities: Doing it differently this time. The Career Development Quarterly, 39(3), 251-260.

Herr, E. L., & Cramer, S. H. (1992). Career development and counseling of special populations. In Career guidance and counseling through the life span: Systematic approaches (4th Ed.) (pp. 255-275). New York: HarperCollins.

Hensen, J. C. (1987). Cross-cultural research on vocational interests. Measurement and Evaluation in Counseling and Development, 20, 19, 163-176.

Hensen, J. C. (1992). Does enough evidence exist to modify Holland's theory to accommodate individual differences of diverse populations? Journal of Vocational Behavior, 40, 188-193.

Herring, R. D. (1990). Attacking career myths among Native Americans: Implications for counseling. School Counselor, 38(1), 13-17.

Herring, R. D. (1990). Seeking a new paradigm: Counseling Native Americans. Journal of Multicultural Counseling and Development, 20(1), 34-43.

Hoyt, K. B. (1989). The career status of women and minority persons: A 20-year retrospective. The Career Development Quarterly, 37(3), 202-212.

Ibrahim, F. A. (1985). Human rights and ethical issues in the use of advanced technology. Journal of Counseling and Development, 64, 134-135.

June, L. N. (1977). The concept of race in the career development theories of Roe, Super, and Holland. Journal of Non-White Concerns in Personnel and Guidance, 6(1), 17-23.

Kazalunas, J. R. (1978). Substitutes for testing. Clearing House, 52(4), 180-183.

Kelsey, E. F. (1984). The relationship of locus of control to career decision making styles of black adolescents. (Doctoral dissertation, Virginia Polytechnic Institute, 1983). Dissertation Abstracts International, 44, 2982A.

Kimbrough, V. D., & Salomone, P. R. (1993). African American: Diverse people, diverse career needs. Journal of Career Development, 19(4), 265-278.

Kim, T. H. (1991). The relationship between cultural identity development and vocational preferences of Korean-American adolescent students. (Doctoral dissertation, Syracuse University, 1990). Dissertation Abstracts International, 51, 2640A.

Lee, C. (Ed). (1985). The black male: Critical counseling, development, and therapeutic issues. Journal of Multicultural Counseling and Development, 13(3), 91-136.

Lee, C., & Richardson, B. L. (1991). Multicultural issues in counseling: New approaches to diversity. Alexandria, VA: American Association for Counseling and Development.

Leong, F. T. L. (1991). Career development attributes and occupational values of Asian American and White American college students. The Career Development Quarterly, 39(3), 221-230.

Leong, F. T. L. (1993). The career counseling process with racial-ethnic minorities: The case of Asian Americans. The Career Development Quarterly, 42, 26-40.

Lonner, W. J. (1985). Issues in testing and assessment in cross-cultural counseling. The Counseling Psychologist, 13, 599-614.

Lonner, W. J. (1990). An overview of cross-cultural testing and assessment. In R. W. Brislin (Ed.), Applied cross-cultural psychology (Cross-cultural research and methodology series, 14, 56-76). Newbury Park, CA: Sage.

Lonnson, J. L. (1992). The structure of vocational interests. The Career Development Quarterly, 42, 4-13.

Luzzo, D. A. (1992). Ethnic group and social class differences in college students' career development. The Career Development Quarterly, 41(2), 161-173.

Martin, W. E. (1991). Career development and American Indians living on reservations: Cross-cultural factors to consider. The Career Development Quarterly, 39(3), 273-283.

McDavis, R. J., & Parker, W. M. (1981). Strategies for helping ethnic minorities with career development. Journal of Non-White Concerns in Personnel and Guidance, 9(4), 130-136.

McLoughlin, C. S., Garner, J. B., & Callahan, M. J.(1987). (Eds.). Getting employed and staying employed. Baltimore, MD: Paul H. Brookes.

Pallone, N. J. (1970). Key influencers of occupational preferences among black youths. Journal of Counseling Psychology, 17(6), 498-501.

Ponterotto, J. G. (1991). The nature of prejudice revisited: Implications for counseling intervention. Journal of Counseling and Development, 70, 216-224.

Pound, R. E. (1978). Using self-concept subscales in predicting career maturity for race and sex subgroups. The Vocational Guidance Quarterly, 27(1), 61-70.

Savickas, M. L. (Ed.). (1993). Special section: A symposium on multicultural career counseling. The Career Development Quarterly, 42, 3-55.

Sheffey, M. A. (1986). Concurrent validity of Holland's theory for college-educated black men. Journal of Multicultural Counseling and Development, 14(4), 49-56.

Skillings, J. H., & Dobbins, J. E, (1991). Racism as a disease: Etiology and treatment implications. Journal of Counseling and Development, 70, 206-212.

Swaner, W. J. (1990). An overview of cross-cultural testing techniques. Needham Heights, MA: Allyn and Bacon.

Swanson, J. L. (1992). The structure of vocational interests for African American college students. Journal of Vocational Behavior, 40, 144-157.

Swanson, J. L. (1993). Integrating a multicultural perspective into training for career counseling: Programmatic and individual interventions. The Career Development Quarterly, 42, 41-49.

Thompson, D. W. (1987). The effectiveness of a career counseling intervention, the Harrington-O'Shea Career Decision-Making System, as an aid to Hispanics to make and implement appropriate career decisions. (Doctoral dissertation, Catholic University of America, 1987). Dissertation Abstracts International, 48, 567A.

Todisco, M., & Salomone, P. R. (1991). Facilitating effective cross-cultural relationships: The white counselor and the black client. Journal of Multicultural Counseling and Development, 19(4), 46-57.

Tomlinson, S. M., & Gwendolyn, E. H. (1991). Gender, ethnicity, and college students' responses to the Strong- Campbell Interest Inventory. Journal of Counseling and Development, 70, 151-155.

Vontress, C. E. (1991). Traditional healing in Africa: Implications for cross-cultural counseling. Journal of Counseling and Development, 70, 242-249.

Wakefield, J. A. (1975). The geometric relationship between Holland's personality typology and the vocational preference inventory for blacks. Journal of Counseling Psychology, 22(1), 58-60.

Williams, J. H. (1979). Career counseling for the minority Holland's (1973) model of vocational development with Spanish-speaking clients. Journal of Counseling Psychology, 27, 246-251.

Williams, M. E. (1991). Career development and American interests. Measurement and Evaluation in Counseling and Development, 19, 163-176.

Williams, J. H., & Whitney, D. (1978). Vocational interest of minority disadvantaged students: Are they different? NASPA Journal, 15(4), 20-26.

Woods, P. A. (1992). Racial identity and vocational orientation of black college students as related to traditionality of academic major choice and expressed occupational preference. (Doctoral dissertation, University of Maryland, 1992). Abstracts International, 52, 3900A.

Zunker, V. G. (1990). Career counseling for various ethnic groups. In Career counseling: Applied concepts of life planning. (4th ed.) (pp. 382-410). Pacific Grove, CA: Brooks/Cole.

The Design and Use of CACG Systems in a Multicultural Context

Bloch, D. B. (1989). Using career information with dropouts and at-risk youth. The Career Development Quarterly, 38, 160-171.

Flynn, M. (1990). The response of disadvantaged students to automated career information: A field trial. Career Planning and Adult Development Journal, 6(2), 48-52.

James, E. M. (1973). Traditional vs computer based vocational guidance and counseling systems: Implications for disadvantaged youth. Doctoral dissertation, Michigan State University, East Lansing, MI.

James, E. M., & Smith, J. D. (1972). Traditional vs. computer-based vocational guidance and counseling systems: Implications for disadvantaged youth. (ERIC Document Reproduction Service No. ED 089 150)

Maola, J. (1974). A comparative assessment of career information between O.W.E. students using either a counselor-based vs. a computer-based vocational information system. Doctoral dissertation, University of Akron, Akron, OH.

Maola, J., & Kane, G. (1976). Comparison of computer-based versus counselor-based occupational information systems with disadvantaged vocational students. Journal of Counseling Psychology, 23, 163-165.

Melhus, G. E., Hershenson, D. B., & Vermillon, M. E. (1973). Computer-assisted versus traditional vocational counseling with high and low readiness clients. Journal of Vocational Behavior, 3, 137-144.

Snead, K. M. (1989). Effects of computer-assisted career guidance on selected aspects of career maturity of academically disadvantaged students (Doctoral dissertation, Syracuse University, 1989). Dissertation Abstracts International, 51, 82A.

Yang, C. J. (1992). The effects of two computer-assisted career guidance programs -- Discover and SIGI Plus -- on the career development of high school students. (Doctoral dissertation, Columbia University Teacher College, 1991). Dissertation Abstracts International, 52, 2417A.